

# Camp Counselor in Training

**Pay:** \$350.00 per week

## **Job description:**

**DATES OF EMPLOYMENT:** May 18-20 (In Person Trainings), May 21-22 (Rental-Returning Staff Only), May 25-4 (In Person Training), June 8 - August 20, 2026 (Camp Programming), August 21-25, 2026 (Wrap Up)

## **HOURS EXPECTED:**

- This is a full-time, seasonal position spanning approximately 15 weeks, including approximately 2 weeks of in-person training, 7 weeks of day camp, 3 weeks of overnight camp, and 3 days of post-camp wrap-up.
- Day camp programming runs Monday–Thursday, with Fridays dedicated to staff development and camp preparation. Overnight camp programming runs Monday–Friday. During in-person training and day camp weeks, the expected schedule averages 40 hours per week, with typical hours from 8:30 AM–5:00 PM and Fridays from 9:00 AM–12:00 PM. Two days per week, the position will be scheduled to cover before- or after-care, with shifts beginning as early as 7:30 AM or ending as late as 5:30 PM. Overnight camp weeks will follow a modified schedule aligned with residential camp operations.
- Flexibility in hours may be needed based on camper needs, special programming, or emergencies.
- Staff is required to participate in pre-camp training and orientations.

## **COMPENSATION:**

- This position offers a stipend of \$350/wk for day camp weeks and \$400/wk for overnight weeks for the duration of the camp season, payable bi-weekly.
- In addition to the stipend, the position includes optional breakfast, lunch, and dinner during camp sessions and optional housing onsite.

**PRIMARY FUNCTION:** Provide a safe and positive environment that aligns with the Camp O'Malley mission and other key youth development strategies. Support the daily activities of children attending the camp, ensuring they have a safe, fun, and enriching experience. Counselors in Training will work closely with camp staff to organize, and implement camp programs and activities that promote youth development and positive camp culture in an outdoor setting.

## **KEY ROLES (Essential Job Responsibilities):**

- Assist counselors in supervising campers during activities, meals, and free time.
- Build strong, positive relationships with campers by providing encouragement, guidance, and emotional support.

- Follow all camp safety protocols, including emergency procedures, health and safety standards, and basic first aid.
- Actively participate in or lead camp activities such as arts and crafts, sports, games, nature hikes, and team-building exercises.
- Assist in setting up, organizing, and cleaning up after camp activities.
- Participate in all aspects of camp life, including during overnight weeks living in cabins, assisting with camper supervision, and supporting staff during day and evening activities.
- Learn and practice leadership skills by helping manage cabin routines and group activities.
- Attend CIT training and evening debrief sessions to reflect on daily experiences and growth.

The information presented indicates the general nature and level of work expected of employees in the classification. It is not designed to contain, or to be interpreted as, a comprehensive inventory of all duties, responsibilities and objectives required of employees assigned to this job.

#### Additional Responsibilities:

- Model positive behaviors such as respect, responsibility, and teamwork for campers and fellow CITs.
- Demonstrate good communication, problem-solving, and conflict resolution skills.
- Assist with camper check-ins, transitions between activities, and ensure that campers are accounted for during camp routines.
- Contribute to maintaining a clean, organized, and positive camp environment.

#### SKILLS/KNOWLEDGE REQUIRED:

- Must be at least 18 years old.
- Must be enrolled in or graduated from High School or equivalent.
- Must enjoy working with children in an outdoor or group setting.
- Must be enthusiastic, dependable, and able to maintain a positive outlook.
- Strong verbal and interpersonal skills to interact effectively with campers and staff.
- Ability to work collaboratively in a team environment and take direction from lead staff.
- Previous camp, babysitting, or leadership experience is a plus but not required.
- First Aid and CPR certification (or willingness to obtain).

#### PHYSICAL REQUIREMENTS/WORK ENVIRONMENT:

The physical requirements described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform the essential job functions.

This position is primarily spent on physical activities outdoors. While performing this job, the employee is frequently required to walk, sit and stand; talk or hear; use hands and

fingers; handle or feel objects, tools or controls; and reach with hands and arms; climb or balance; stoop, kneel, crouch or crawl; and may be frequently required to run. The employee must remain physically fit enough to keep children safe in an emergency. The employee must occasionally lift and/or move up to 50 pounds. Must be able to stand for extended periods of time. Specific vision abilities required by this job include close vision and the ability to adjust focus. Hand-eye coordination is necessary to perform certain duties. The noise level in the work environment can range from quiet to loud in recreation and play settings when children are present. All employees working directly with children may be required to work outdoors in various types of weather conditions. The information presented indicates the general nature and level of work expected of employees in the classification. It is not designed to contain, or to be interpreted as, a comprehensive inventory of all duties, responsibilities and objectives required of employees assigned to this job.